Huang Ti as their god. The guilds are also a means of social intercourse. They hold periodical meetings, and the guild hall, when such exists, forms a kind of club house.

The guild has included both employers and employees, although, even before the modern labor union appeared, at times the latter temporarily formed a separate organization to enforce demands about wages. Boys come up into guild membership through an apprenticeship and after completing the latter are admitted, sometimes with quite a little ceremony, and at others merely upon payment of an initiation fee. Often the guild has regulated the number of apprentices which a member may have—and thus has kept down future competition. A trained worker on moving to another city may, if local feeling is not too strong, become affiliated with the corresponding guild in his new home upon the presentation of a card from the guild from which he comes.

The income of the guilds has been derived from initiation fees, periodical dues, fines, special assessments, and taxes on sales. The budgets of some guilds have needed to be fairly large, for the wealthier organizations own and maintain guild halls and have secretarial staffs. The head secretaries are often men of some importance, and in the old days a few in the larger centers possessed a degree from the civil service examinations—an advantage in dealing with officials. Other guilds are much more modest and meet in the shop of one of the members, rent a room, perhaps in some temple, or obtain the temporary use of a temple for worship and the annual meeting. The secretarial staff, too, may be very small or even be dispensed with.

The forms of organization have differed widely. There have

usually been at least a president and a board of directors who generally are elected, although in at least one instance they are chosen by lot. Regular meetings are held, more frequently for the officers, but at least annually for all the members. A guild may employ inspectors to see that its rules limiting competition are obeyed: members have found it advisable to keep watch of each other. A guild court may be held to deal with infractions.

In a land in which the struggle for existence is of necessity as fierce as in China, and the individual is so greatly in need of protection against the government and various economic and social